



City of Cincinnati

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City Manager Introduces Citizens to Recommend New Assistant Police Chiefs

Historic search is first time candidates from outside the Police Department will be considered

Cincinnati, Ohio ---Today at City Council's meeting, City Manager Valerie Lemmie introduced the 12 community members of the Citizen Review Committee who will help recommend the most qualified candidates for three positions in the Cincinnati Police Department. Chaired by the Hon. Nathaniel R. Jones, the citizen search committee will oversee the recruiting process and help to evaluate the needs and experiences of both internal and external candidates for two Assistant Police Chief positions and the Police Academy Director position. This search is the first time in the City's history in which candidates for the Assistant Chiefs' positions will be considered from outside the Cincinnati Police Department.

The Citizen Review Committee will be the primary group to interview candidates. "The committee's input, suggestions and recommendations will be the cornerstone of the City's effort to ensure we have a diverse and competitive pool of candidates and that we select the most qualified individual for the job," said Lemmie. Additionally, the City will arrange for civic, business and employee groups as well members of City Council to meet with the finalists. "We believe the selection of the two Assistant Chiefs is so important to the entire community that we are going beyond conventional interviewing procedures and will even arrange for at least one of these meetings to be televised on our cable station," Lemmie said.

Committee members will review information provided by applicants for these positions. Eligible candidates for consideration must meet minimum qualifications, including a proven track record in a police command position in an urban setting; demonstrated policing skills and expertise; strong written and verbal communication skills; and experience in community problem oriented policing. Candidates are expected to include both internal applicants and those who respond to a nationwide search. Final candidates for all three positions are expected to be identified in early 2005.

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In early August, Lemmie announced her decision to fill two Assistant Chief positions in the Cincinnati Police Department; one position as a reclassified position consistent with the provisions of the Ohio Revised Code and existing language in the FOP contract, and one as a fifth Assistant Chief position as previously outlined in the department's organizational table.

Both state collective bargaining law and the FOP supervisors' agreement in place since 1984 allow the City to designate one Assistant Chief position as an unclassified position, provided that the individual is delegated the authority to serve as Police Chief in his (her) absence. All other Assistant Chiefs are subject to the terms of the union contract. The City also will create a fifth Assistant Chief position to be hired under the provisions of the Issue 5 Charter language passed by the voters in 2001 that states, "The city manager shall appoint the police chief and assistant police chiefs to serve in said unclassified positions."

In addition to the Citizen Review Committee, the City will use a national recruiting firm to identify and screen potential candidates and conduct background searches. Police Chief Thomas Streicher, the city's Human Resources Director Rodney Prince and City Manager Valerie Lemmie will serve as staff support to the committee. Fraternal Order of Police President Harry Roberts declined an invitation to serve on the committee.

The chairs of the committee are:

Honorable Nathaniel R. Jones, Senior Counsel, Blank Rome LLP

Herbert Brown, Senior Vice President of Public Relations, Western-Southern Financial Group

The members of the committee are:

Mary Asbury, Executive Director, Legal Aid Society of Cincinnati

Kathleen Atkinson, Program Coordinator, Victory Neighborhood Services Agency

Mary Anne Berry, Mt. Washington neighborhood leader

Thomas Cody, Vice Chairman, Federated Department Stores, Inc.

Donald Drieaus, Securities Specialist, Kehoe Financial

Karen Dudley, Human Resources Management Consultant

David Ginsburg, President and Chief Executive Officer, Downtown Cincinnati Incorporated

Fr. Michael Graham, S.J., President, Xavier University

Rev. Damon Lynch, Jr., Pastor, New Jerusalem Baptist Church

Cecil Thomas, Executive Director, Cincinnati Human Relations Commission

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